GRUMMAN
plane news
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Company will up Investment contribution

Grumman is raising its contribution to the Employee Investment Plan for the up-coming quarter.

The company's matching contribution on the first four per cent of a member's base pay contribution for the first three months of 1977 will be 61 per cent.

This 11 percentage point increase is in accord with the new policy of a ranging matching contribution based on company performance.

Company performance will be measured by the return on investment formula. For each of the latest four quarterly periods a return on investment will be calculated using financial results reviewed by the company's independent accountants and released to shareholders and the public.

When the four quarterly results are added together, their sum will produce an annual return. This return will be compared with a baseline 15 per cent annual return, which is a reasonable standard for company return on investment based on past history, according to Nat Busi, company controller.

The per cent improvement in the actual return over the baseline 15 per cent will be added to the present company match of 50 per cent to arrive at the appropriate increase.

As the plan stands now, the company's contribution is a level 50 per cent of a member's ordinary contribution. On January 1, 1977, the improved contribution may vary between 50 per cent and 100 per cent, but at no time will it be less than 50 per cent of a member's ordinary contribution.

Up-Dated Benefits

Anyone regularly employed by the company for three months may become a member of the plan and enjoy the up-dated benefits. Members may

(Continued on page 8)

CLOSE LOOK—Lt. Jg. John Mac Henry (right), a naval flight officer, explains the cockpit of an F-14 to a young visitor at the WILLIAM TELL '76 Air Force Weapons Meet, Tyndall Air Force Base, Fla. The Grumman F-14 Tomcat is assigned to VF 142, naval air station, Oceana, Va. (Photo by Rich Breunig)

Bierwirth backs high-technology costs

NEW YORK—Jack Bierwirth, Grumman Corporation chairman, told financial analysts here it is unreasonable to expect defense contractors to provide new high-technology at a fixed cost.

Bierwirth spoke to security analysts at a one-day seminar in the New York Hilton. The program was sponsored by the Conference Management Corp. and dwelt on the defense industry.

Referring to the Cold War environment, he explained in his talk titled "The Changing Defense Industries," there was "only the constant need for continuous and improving technology that put the pressure on the laboratory, not the factory. Industry had to invent on schedule, and who knows how to project the costs of invention?"

Bierwirth took issue with former Defense Secretary Rober McNamara's concept of fixed-price contracts which may have worked for rifles, boots, trucks and Spam, but not for new high-technology aerospace products.

Inflation Spiral

The Grumman chairman referred specifically to the company's own F-14 project which was developed and built under McNamara's system of a fixed cost. But the unfixed cost of inflation could not be accounted for at the time, he explained.

"Unfortunately," he said, "the one thing the computers didn't know was that inflation was about to take off like the F-14.

'Skyrocketing inflation hit both Grumman and the subcontractors. In fact, one of the biggest percentage overruns was by IBM, which may be the premier industrial manager in the world.

"The project was never out of control. The national inflation rate was."

Bierwirth emphasized there is a significant difference between a company that takes current technology and uses it efficiently to produce good low-cost products and the company that provides new technological developments.

"'It is still possible to measure the caliber of (a high-technology company's) performance, and the government will certainly be able to choose on the basis of the values delivered," he said, "but it is not reasonable to expect to deliver inventions and technological advances on schedule and at a fixed price, like cases of Triskets from Nabisco."

Bierwirth also told the analysts that Grumman is adopting a more agressive policy toward diversification.

He said the company is opening up new business opportunities with other government agencies and it is getting into commercial business such as aircraft, emergency vehicles, energy systems and data processing.

people

"It's not often that we have the opportunity of honoring someone we hold in high personal regard as well as high professional esteem, but in honoring General Daniel (Chappie) James this evening we have such an opportunity." With those words, George Skurla, Chairman and President of Grumman Aerospace, described his participation as honorary chairman at a testimonial dinner held on November 11 at the Hotel Pierre in New York City.

The occasion: the presentation by the Northeast Chapter of Tuskegee Airmen of its first annual Medal of Achievement award. The recipient: General Daniel (Chappie) James, much-decorated combat veteran and commander-in-chief of the North American Air Defense Command and the U.S. Air Force Aerospace Defense Command.

There were a number of other high governement and industry officials with Skurla to salute General James at the black-tie affair, among them, Percy Sutton, Manhattan Borough president; Eleanor Holmes Norton, NYC Commissioner of Human Rights; David Dinkins, City Clerk of New York; Carl Stokes, former mayor of Cleveland and now a television news commentator; and Bill Broadwater; FAA Chief of Airspace and Rules Division, Air Traffic Service, and president-elect of the Tuskegee Airmen. Also attending the event was the first American pilot to shoot down a German jet fighter in World War II—Dr. Roscoe C. Brown, professor of African History at New York University.

Proceeds from the event were to be used for research and documentation of black Americans' participation in development of air technology during peace and war.

Describing James as "uniquely personifying the ideals that the Tuskegee Airmen have fought for so hard over the years," Skurla said that the general "Epitomizes the spirit, the determination, and the dedication of all the air men of Tuskegee. . . a tradition that began in the early days of World War II (before the services were integrated) and added to in later generations by black men in Korea and more recently Vietnam."

MEDAL OF ACHIEVEMENT—General Daniel (Chappie) James (2nd R) is congratulated by George Skurla, Chairman and President of Grumman Aerospace, on his selection as first recipient of Tuskagee Airmen Medal of Achievement. Also enjoying the meeting are Carl Stokes (R), NBC News, and Jean Esquerre, a director of Grumman Aerospace and co-director of Opportunity Development Department.

Homecoming

Lt. Gerry Harris arrived at Calverton a few weeks ago to ferry a brand new F-14 Tomcat back to his squadron, VF-213, at NAS Miramar. On hand to greet the native Long Islander were his parents, Mr. and Mrs. M.J. Harris of West Islip, and Bill Wenzel, head of Grumman Scholarship office.

Young Harris' association with Grumman Aerospace began in 1968 when he was chosen as a Grumman Scholarship alternate. In '71 there was a scholar opening, but Harris chose to continue studying engineering at the University of Virginia under the Naval ROTC program. He worked at Calverton during the summer when the latest line of Grumman fighters began flight testing. Said Harris: "I told myself 'someday you're going to fly that aircraft'."

FAMILY AFFAIR—Lt. Gerry Harris was greeted by his parents at Calverton when he arrived to pick-up an F-14 for his squadron. Aviation is in the Harris' blood. His father flew during WWII and for more than 20 years for TWA. His brother Jim also is a naval fighter pilot. (Photo by Gerry Costello)

Five summers later he did just that. Assigned to the "Black Lions" this past July, Harris has accumulated more than 50 hours in the Tomcat. He describes the F-14 as "a super aircraft to fly." He is anxious to begin his assignment with the Black Lions aboard the USS Kitty Hawk next October.

End of an era

The Navy officially retired the last three Grumman S-2 Trackers last August after a 23-year run. To commemorate their outstanding history of service, special ceremonies were held at the San Diego naval air station by VS-37, the squadron that has flown the anti-sub aircraft the longest.

Lt. Cdr. Darwin E. Schaper, VRF-31, says his first assigned S-2 squardon in '62 was VS-37. He ferried the last fleet operable S-2G from VS-37, North Island, California, to the storage site at Davis Monthan AFB, Tucson, Arizona.

"It was pleasing to find the last S-2 performed as safely as the one I flew way back then," he said.

She's honored

The Twin Forks Chapter (Riverhead) of the National Secretaries Association (NSA) selected its recording secretary, Elfriede Merten-Gaias as the chapter's "Secretary of the Year." Merten-Gaias works in Flight Test, Plant 7.

Three judges representing management, education, and the secretarial profession made their selection on the basis of poise, appearance and the ability to answer questions on office/general human relation situations. According to NSA, the contest is not based on popular-

Elfriede Merten-Gaias

ity. Scoring is strictly done on a professional basis.

Merten-Gaias will represent her cbapter at the New York State Division's "Secretary of the Year" contest in May, 1977, at Watertown, N.Y.

Appointments

Among those who recently received changes in assignments were: Richard Anderson, E-2/C-2 Programs; and Nicholas Sinder, Space Programs, both appointed deputy director in Plant 25; DEPARTMENTAL OPERATIONS—in Integrated Logistics Support Robert Tolle, project manager, F-14 Equipment Technology; OPERATIONS QUALITY—Engelbert Rotzinger, supervisor, Plant 6 Inspection; BETHPAGE OPERATIONS—Edward DeMers, Administration; John Cezniak, Program/Functional Budgets, both appointed manager; and Louis Napoli, foreman, Prototype, all located in Plant 2.

Better connections

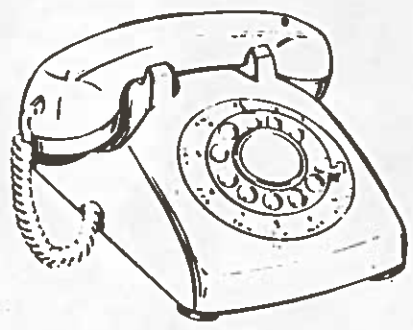
New phone system is ready

Centrex 8 telephone service comes to Grumman, Bethpage, on Saturday, Dec. 18.

Thousands of employees who come to work Monday may try out the new system that morning. So advice from Telephone Services is—please don't experiment. Just use your phone as you ordinarily do. Otherwise the whole system could be tied up with busy signals.

Telephone Services manager, Al Zoitke, urges all employees to please note the following:

- Use the new Winter 1977 directory for listings and dialing instructions. Please don't needlessly call the operator.
- Call 3003 for up-date your own listing in the new directory.
- The information and repair number is still 3369.
- All 80000 listings will be changed to four digit numbers.
- All three digit tie-line codes, 511, 512, 513, 514, 515, and 517 will be changed to 111, 112, 113, 114, 115, and 117 respectively. The initial 5 in each tie-line has been changed to 1.



- When calling from Bethpage to Nassau or Suffolk county, dial 121, listen for a dial tone, and then dial the seven digit number.
- The new emergency weather information number for Grumman Aerospace employees about plant closings is 931-6300.

The Centrex system will improve voice transmission capabilities and reduce the number of repairs on the 10,000 telephones in Bethpage. At the same time, it will allow for growth and provide economies and features not available with the present system, according to Zoitke.

New computer system keeps track of vending business

The Food Services Department has turned to the computer to keep tabs on its vending machines.

Last August, Food Services acquired a mini-computer system to assist its accounting department in keeping track of the company's 850 vending machines located at Long Island facilities.

Prior to the computerization, Food Services' accounting of the vending business was performed manually. Daily tabulations didn't appear in reports until one month later. With the new computer system, reports on sales, inventory and cash flow are available the following day.

MANAGEMENT TOOL

Food Services director Dick Kosse sees this new system as an excellent management tool. "We're able to plot sales, discover malfunctioning machines and keep a fresher supply of items on sale. In short, we can offer better service."

Each day, the vending machines are serviced by 18 men and women on their respective routes. They stock, collect change, and maintain the machines on their route. Reports are submitted on each machine at the end of the workday.

Says Jack Paras, Vending manager: "The new computer system is a definite improvement in our operation. Now we're able to keep closer tabs on each machine. For instance, we can single out machines that consistently cause us to issue re-imbursement slips to the customer. . .or what items are the best sellers." He jokingly adds: "Where it normally took us a month to discover our mistakes, now we can catch them the next day."

GRUMMAN plane news

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FOD WINNERS–Bob Santiago, Plant 6, Station 6, F-14 supervisor, accepts permanent possession of the Clean Station Award plaque from Al Schaefer, Plant 6 FOD coordinator. Station 6 earned the plaque for winning the Clean Station Award in June, July and August. Members of Station 6 are from left to right: Bob Wesolowski and George Mujsce (kneeling). John Davis, Herb Podeyn, Don Getrost, Bob Santiago, Ed Campbell, Al Schaeffer, Dick Milligan, Fred Sherman and Dick Redding. The Foreign Object Debris/Damage (FOD) program is designed to prevent foreign objects from getting into aircraft, thus causing serious damage or loss.

Harwood, Brown join Aerospace Public Affairs

Bob Harwood and Jay A. Brown have joined Grumman Aerospace Corporation's Public Affairs Department. Both will report to Brian Masterson, department director.

Bob Harwood joins Grumman from Rockwell International Corp. in Pittsburgh where he was senior editor for the corporate News Bureau.

In that position, he was primarily responsible for coordinating the release of news from Rockwell's Aerospace and Electronics operations. Those two units serve as prime contractors for NASA's Space Shuttle and the Air Force's B-1 bomber and build electronic systems for military and civilian use.

Before joining Rockwell, Harwood was a staff reporter for "The Wall Street Journal" from 1970 to 1972 in the paper's Pittsburgh bureau.

Bank Assignment

Earlier he worked as assistant public relations manager of Mellon Bank in Pittsburgh. He also did public relations work for the Army Reserve while attached to units in the Western Pennsylvania area.

A journalism major, Harwood received a B.S. degree from Ohio University, Athens, Ohio, where he also did graduate work.

Willard. Harwood will head Press Relations for Grumman Aerospace.

Before moving to Pittsburgh, he worked briefly in radio/television news in Youngstown, Ohio, and for the "Register," a daily paper in Sandusky, Ohio, near his hometown of Willard.

Jay Brown

Bob Harwood

Brown has been appointed editor of Plane News. Most recently he was manager of special projects and community relations in the Public Affairs Division at American Cyanamid Co., Wayne, N.J.

Newspaper Work

A graduate of California State University at Los Angeles with a B.A. degree in journalism, Brown has been a reporter and editor for the Hartford (Conn.) Times and the Sacramento (Calif.) Bee. He also was an administrative assistant for former Congressman Thomas M. Rees of California.

Brown was Hartford correspondent for Time and Fortune magazines and a legislative reporter for a Connecticut television station.

In various assignments with the news media, Brown covered aerospace programs at Aerojet General, McDonnell-Douglas, Rocketdyne and Litton Industries.

Brown also was employed at Kaman Corporation, Bloomfield, Conn., where he worked on helicopter programs for the Navy and Air Force.

United Way drive sets record in '76

Grumman's United Way campaign set a record this year. More than 89 per cent of Aerospace employees participated in the Nassau-Suffolk drive, an increase of six per cent from 1975.

The amount contributed to the Long Island United Way from Grumman employees totaled $610,469.

"The results were fantastic," said this year's drive chairman Phil Vassallo, vice president of Corporate Procurement Operations. "Of course, the thanks go to the contributors and those people who helped with the campaign."

Check Presented

A symbolic check for the company's contribution was presented to the Long Island United Way Chairwoman Mary Anna Meyer on November 23, at a luncheon for contributing organizations.

"The gift was well received," said Vassallo, "and I think every contributing Grummanite should know the community is aware of and appreciates their donations."

A prize drawing was held November 24. There were 109 winners who were awarded anything from a Hawaii trip to a copy of "The Grumman Story." The first name drawn was Larry Helner of Plant 7. He won a one-week, all-expense-paid trip for two to Hawaii. He found out two days later and refused to believe it. "Someone told me they heard the announcement, but I didn't think I'd won until I got a call confirming it," he said.

Special Drawing

Milt Farkash of Plant 3 learned he had won the special prize drawing, also a trip to Hawaii. "My wife was speechless, and my kids have been conniving ever since to try and go along," he declared.

One prize, awarded to Buddy Kassapian, is unique and economical—Sunstream Solar Panels ready for hookup to his home heating system. The panels and additional equipment retails for $995. Buddy also will receive free installation. "I'm thrilled," he said. "Our heating bills are tremendous. Now I've got a chance to cut them down.

There were 106 other prizes awarded in this year's drawing, certainly not enough for every contributor. A chance to become eligible for the next drawing comes annually, though, and every year of contributions makes you a winner with or without prizes.

Las Vegas trip: Fred O'Reilly Jr.

Disney World trip: Stephen Teta, John Green, Lige Mathis.

FIRST WINNER—Grumman Corporation President Joe Gavin pulls the first winning ticket in the 1976 United Way drawing while Jeanette Hagans looks on. There were 109 winners in this year's drawing. (Photo by Bob Settles).

West Palm Beach trip: Donald Schlegel, William Syracuse, Dorothea Orsino.

$500 shopping spree: John Browne, Joe Goulding.

$300 shopping spree: David Olejniczak, James Livreri, Don Nuttal.

$250 shopping spree: Linda Prager, George Crockett.

Ski weekend: Frank Irwin, Harry Collock.

Islanders box: Peter Brown.

Nets box: Larry Neuroth.

Canoeing/camping package: Al Washinsky, Richard Johnson, Harold Johnson, John Mac Ewen.

Watergate weekends: John Trahnstrom, John Cecutti, Vincent Barone, Stephen Budznski, Ralph Miller, Samuel Blue, Ray Finger, Art Lechner, Bob Schiffer, Robert Roemer.

Dayton Air Force Museum trip: Leo Siemion, John Demarco, Charles Zambito, Thomas Stewart, Rudolph Jenkins, Robert La Manna, Robert Torres, Joseph Grams, William Wandelt, Michael Pagano.

Golf matches: Joseph Eder, John Klinger, Walter Kozikowski, Francis Pelkcwski, Richard Caputo, Michael Sanders, Stan Kalemaris, Michael Beard, Kenneth Franzese, Viola Drinkwater.

Tennis matches: Steve White, Elenore White, Alvin Blake, Roy Schauer.

Pride of workmanship

A new series of "Sustained Excellence" Pride of Workmanship awards has been added to the original level 4 President's awards.

"So far, the program is going better than we expected" said Joe Kingfield, director of quality operations. "Seventy per cent of the manufacturing work force is in the program, and 2,100 employees have already received the Level 2 mugs and Level 3 jackets. The good news is we are accomplishing our objective of renewing customer confidence. So far we have cut the overall defects in half in the participating areas.

"It seems as if only yesterday we started the pilot program with one department in Plant 1. It's now seventeen months later and that department has just achieved the Level 4 President's award".

Manufacturing team members will receive a gold key and a certificate signed by Grumman Aerospace Board Chairman and President George Skurla .

The Level 5 award promises to be quite an event. The Pride of Workmanship Trustee Committee is now in the process of designing a suitable individual plaque with space for follow on Pride of Workmanship keys. They will be presented to team members who show they can sustain and exceed their current quality levels—an accomplishment that truly demonstrates pride of workmanship.

THANK YOU

There's a lot to talk about Grumman teamwork. Throughout 1976, we've seen—and reported—Grumman men and women combining their talents and energies to provide top quality services and products for our customers. That same team spirit exists in our own area. As the year's end approaches, we wish to thank all those Grummanites in the following departments for their contribution during 1976 to PLANE NEWS: Mail Services, Distribution Services, Reproduction Services, Presentation Services, Photo Reproduction in Plant 2, Transportation, Traffic, Photo Lab in Plant 5 and Plant 7, Document Processing Center, and Shipping and Receiving.

A safe and happy holiday to all!

retirees

On behalf of their fellow workers, PLANE NEWS salutes the following men and women on their contributions to the company and on behalf of their co-workers wishes them well in their retirement. Those who retire in December are:

Joseph Anastasi (2), Raymond Atwood (44), Lawrence Bignami (88), Samuel Black (15), Joseph Bruno (30), William Bryant (5), Bertha Burch (43), John Burkland (6), Frank Canade (21), Michael Carbuto (5), Anthony Coschignano (2), Anthony Cosmo (5), Fred Cusmano (2), Charles DeFiore (35), Pasquale DeLilla (2), Benjamin Dombrowski (2), Charles Dorsch (15), Emerson Fawkes (5), Otto Felser (2), James Fox (2), Elizabeth Gardner (43), Anthony Giancola (5), William Gianmugnai (36), John Gibson (2), Walter Grechen (30), Michael Haluska (2), Lillian Laderoute (5), Thomas Maher (12), John Miller (37), Domenic Pasquarella (30), Antonia Pepe (35), Joseph Pickel (2), Margaret Platz (25), Edward Pohmer (30), George Rakovic (3), John Rodda (27), Kenneth Roethgen (35), Joseph Ruff (35), Myles Ryan (37), Nils Ryden (34), Gerard Saggese (14), Willis Sawyer (35), Michael Scarangello (2), Rudolph Schalow Jr. (36), Harold Sietas (3), Peter Stigi (5), Benjamin Stutz (1), Harry Sweezy (6), Fred Tessari (14), Jeremiah Turner (20), Frank Watterson (3), Edward Wittschack (6), Hubert Woerlein (2), Daniel Zawyrucha (24), William Zino (2), Cecil Davis (30), and Kenneth Gosline (2).

New posts

James Philbin and James McManus were recently assigned to new posts in Navy Programs.

Philbin was named director of Fleet Requirements. He is responsible for coordinating all Fleet activities with particular emphasis on impriving Operational Readiness. He is located in Plant 25, Ext. 3916.

McManus was appointed director of International Applications. In his new capacity, he is responsible for the coordination of all Program Management activities relating to International sales. He is located in Plant 26, Ext. 3327.

Successful proposals bring in new business

Successful proposals are the basis of every major production job. Pulling together a winning proposal, though, often is a complex and exacting job.

In 1976, Grumman submitted 20 per cent more new business proposals. This increased activity helped double the number of wins and triple the dollars won compared with last year. New business grew to about $80 million, exclusive of the follow-on orders for such current production programs as the F-14, E-2, EA-6B and A-6 aircraft.

A winning proposal demands the coordinated efforts of many aerospace people and the gathering of explicit but not excessive information. Managing these tasks is the job of Proposal Operations, part of Senior Vice President Mike Pelehach's Business Development Department.

Minimum Confusion

"Our job," says Proposal Operations Director Bill Tebo, "is to make the right thing happen at the right time—with a minimum of confusion. We apply proven proposal techniques to integrate the people and resources of Grumman to make proposal preparation efficient."

Before proposal work even starts, it's likely that marketing people have been working with the customer for as many as two to three years. Their job is to develop an understanding of the customer's technical, financial and operational needs. Marketing personnel assist in establishing proposal strategy and maintain customer contact with support from Advanced Systems Technology and Departmental Operations personnel, who provide Grumman and the customer with the technological foundation upon which good proposals and products are built.

Once a request for proposal (RFP) is received, it is evaluated by the organization most familiar with the services, facilities and hardware the job might require. Then a bid or no-bid recommendation is made.

Experience Counts

These recommendations are acted on by a proposal committee whose members are thoroughly experienced in aerospace operations. During this year, Grumman submitted about 300 proposals, or bids, which represent about half the RFP's received annually.

Knowing which job to bid is an art. Often, small dollar contracts for research and study projects are attractive because they provide the company with newer technology that can lead to future production jobs.

BILL TEBO OF PROPOSALS OPERATIONS
"Make it happen...with a minimum of confusion."

EFFICIENT ENVIRONMENT–Open landscape design of new proposal center promotes efficient working area. (Photos by Rich Breunig)

An example is Grumman's start on composite structures begun 10 years ago. "At that time," Tebo points out, "our first contract was for a simple test component; now the entire F-14 and B-1 horizontal tails are primarily composite structures. That adds up to tens of millions of dollars in production work. A recently completed $600,000 Air Force study for an Advanced Design Composite Aircraft (ADCA) may lead to a multi-billion dollar job in the 1980's."

Proper Solution

What's in a proposal? Basically, it presents Grumman's solution to the customer's problem and an explanation of how the company will do the job. It can range from five to several thousand pages. But what really counts is the clarity of the information presented.

Proposal Operations makes sure each proposal is concise, thorough and complete. They don't do the writing, though. That's done by experts from the various aerospace disciplines assigned to the proposal team. Principally, the 10-man staff wants to make sure the customer gets an answer to all his questions.

"What the customer wants to know," says Tebo, "is how we're going to meet his requirement. That's what the proposal should tell him. Our job is to help the creative team determine how important each part of the proposal is and to keep that in perspective."

Joint Effort

Many areas of the company join the team during the proposal effort. Presentations Services, for instance, helps with editing, illustrating and layout. It also works with Proposal Operations to insure on-time delivery. The Document Processing Center provides typing; Reproduction Services, the printing; and Resource Control determines the price and sets the terms of each contract.

An efficient proposal team requires the equipment and services necessary for their tasks and an environment where they can concentrate. That's why the Proposal Center (in the old "hanging gardens" area of Plant 5) was created.

Efficient Design

Before completion of the center last April, proposal teams had to be situated and equipped before work could begin...a job that could take a week or two. The loss in time really hurt.

The 14,000 square-foot area can accommodate 150 persons. It contains copying machines, computer terminals, drafting tables, conference rooms, background sound (to mask distracting noise), and, of course, coffee.

The open landscape design (so called because the desks and partitions are movable and free-standing) provides privacy and flexibility. But most important, the center reduces the start-up time and cost for each proposal project because it is a permanent work area for proposals alone.

Before, during and after proposal preparation, a complete accounting of each bid is charted from the first customer contact to his final decision. "Box scores" are kept in the Status Center on Plant 5's second floor for each organization (their won-lost record). Thus management can check on the status of each proposal.

"The key to winning proposals consistently," says Bill Tebo, "is in the quality of the products that follow the win. A product that lives up to what we promised in the proposal will be remembered the next time a customer evaluates a Grumman bid. The excellent record of on-time deliveries of quality products attained last year developed a can-do impression with our customer and, without doubt, contributed heavily to this year's proposal success."

E.W. Albertson | N.F. Graf | E. Budny | E.C. Coates | A.J. Pavias | R.J. Timmers | W.R. Davis | G.H. Nussberger | W.A. Cervenka

T.J. O'Hara | W.T. Capon | J.W. Hervan | A. Zuck | L. Schwarz | E.H. Luce | J. Kozsdiy | J.F. Klein | H. Moffett

service milestones

35

George Black, Prototype (2)
Charles W. Bilogan, Mfg. Estimates (2)
Ernest J. McNally Jr., Methods Engg. (2)
John A. Bernardo, Assy. Tool & Hand Equip. (2)
Edwin J. Heverly, Prod. Supervision (3)
Herbert W. Howell, Rec-Insp-Plng/Methods (24)
Raymond J. Garland, Mass Prop. Consol. & Cntl. (25)
Charles P. Ripel, Gen. Commodities (30)
Helen J. Giratz, ILS Secy, Serv. (30)
William Gianmugnai, Prod. Supervision (36)
John J. Sellars Jr., Mech. Struct. & Assy. (43)

30

John Colgan, Prototype (1)
Philip J. Boerum, Small Parts Fab. (2)
Gerard L. Miller, Prod. Rel. & Analy. (2)
Thomas J. Holmes, Prod. Supervision (3)
Ernest Benincasa, Ordnance (6)
Harold J. Vetter, Ctr. Sect-Sub. Assy. (27)
Michael E. Zeltmann, Fuselage Joining (27)
Ernest G. Finamore, Insp-Mech. (27)
Raymond D. Sentz, Req. Planning (30)
Kenneth Sealey, Stockrooms (36)
Joseph M. Kern, Elect. Cable Fab. (44)
John F. Miller, Power Plt. & Environ. Stf. (87)

25

Eugene W. Albertson, Spotweld (2)
Norman F. Graf, Propulsion Test (2)
Edward Budny, Prod-Cntl-Parts (2)
Everett C. Coates, Prod. Rel. & Analy. (2)
Albert J. Pavlas, Insp-Mech. (2)
Raynar J. Timmers, Conv. Mach. (3)
William R. Davis, Spotweld (3)
George H. Nussberger, Tool Maint. & Repair (3)
Arthur W. Hinkson, Insp-Electronics (4)
William A. Cervenka, Engines (6)
Edward Fuoco, Prod. Mgmt. & Stf. (6)
Thomas J. O'Hara, Invent. Plng. & Analy. (17)
William T. Capon, Major Assy. (27)
John W. Hervan, Hull Assy. (36)
Alexander Zuck, Tool Maint. & Repair (36)
Elliott H. Luce, Sys. Safety (40)
John Kozsdiy, GSE Scheduling (40)
John F. Klein, Mech. Detail & Finish (43)
Howard Moffett, Elect. Final Assy. (43)
Leo Schwarz, ILS Logistic Serv. (81)

20

Franklin L. Rubie, Form Block (2)
Daniel H. Reynolds Jr., Major Assy. (3)
Donald L. Fish, A/C Prog. (4)
Edward G. Hantz, Config. Data Mgmt. (5)
John Masek, Adv. Matl. & Process Dev. (12)
Raymond W. Paul, Prog. Contracts (15)
Albert Verderosa, Prog. Mgmt. E-2 (15)
Lawrence Orlando, Engg. Resources (25)
Florence L. Herdje, Secy. Serv. (25)
John L. Garelle, Corp. Contracts (25)
Daniel T. Collins, Prog. Mgmt. A-6 (25)
Eugene J. Barkley, Proc. Financial Cntl. (30)
Nicholas Marchese, Elect. Engg. (30)
Anthony A. Miakicz Jr., Financial & Reg. Reports (30)
George L. Hall, ILS Resource Cntl. (35)
Robert H. Watson, Contour Dev. (35)
Christina A. Tulli, Administrative Mgt. (35)
John H. Lueck, Tech. Ops. (77)
Leo P. Junen, Cust. Req. (89)

15

Edward A. Feggeler, Invent. Cntl. (2)
Dietrich Helms, EB Weld (2)
Joseph R. Sardi, Drafting (2)
Raymond Jacobowitz, Drafting (4)
Narcissus B. Kozerski, Plant Protection (6)
John L. LeGuillou, Sys. Design (15)
William F. Hordisky, Info. Rec. & Serv. (25)
Barton C. Coffman, Adv. Space Sys. (25)
Anthony Mazza, Hull Assy. (36)
Edward M. Arndt, Aux. Sys. & Armg. Cntl. (40)
Richard W. Goldzung, Nav. & Guidance Equip. (40)
Frederick H. Mensching, Specs. (40)

Friends in need

The loss of a child can be a traumatic and grievous experience for a family, not only immediately afterwards, but for weeks or months. What parents often find helpful is the consolation of others who have experienced similar tragedies. Recently a group of parents organized to form a Long Island branch of an international organization known as "Compassionate Friends," a society established in 1969 to bring bereaved parents together for friendship, understanding, and comfort.

Compassionate Friends is nondenominational, has no religious affiliations, and there are no membership fees or solicitations for funds. Open meetings are held monthly. If you would like to know more contact Mr. Ernest Freireich (516) 543-2365.

GAA offers ski excursions to Gore, Whiteface in Feb

The Grumman Athletic Association has scheduled two weekend ski excursions in February 1977.

Whether you're a newcomer to the slopes or an old pro, these ski packages offer something for everyone. You can spend Feb. 4 to 6 at Lake Placid and ski Whiteface; or take on Gore Mountain at Lake George from Feb. 25 to 27.

Both weekends include round trip bus transportation, two nights accommodations; indoor pool; live entertainment; snack on arrival; breakfast and dinner both Saturday and Sunday; tips and taxes. Two-hour ski instructions also are provided for beginners through intermediates daily.

Cost of the weekend depends on room accommodations: $84.75, double occupancy; $79.75, three per room; and $74.75, four or five per room. Ski equipment rental is $5 additional charge.

The ski packages are offered to all Grumman employees, retirees, relatives and friends. Make reservations in the GAA office next to Plant 2, or by mail.

F-14 is agile

An article in the Nov. 29 issue of Aviation Week & Space Technology praises the Grumman F-14 as an agile combat fighter.

Clarence A. Robinson, an Aviation Week editor, flew in an F-14A from the U.S.S. America operating in the western Mediterranean off the coast of Spain.

His report said: "The combination of automatic positioning of the F-14 variable-geometry wing, tunneling effect formed by the area between engine nacelles, engine power and pitch control make the aircraft an agile and formidable air combat fighter..."

Talent shines at annual Art-Photo exhibit

Henry Wolf entered his first art show and won top honors. His sculptured cherry wood female torso was acclaimed best-of-show at the annual Grumman Art-Photography show.

He says he did not do the job alone. Before working on the cherry wood tree section, he peeled off its bark, seasoned the wood, outdoors for four years. Nature gave a helping hand and treated it with wind, rain, snow, and sun.

Art show judge Lennie Wuchner said Wolf's entry was outstanding because it showed not only an understanding of the possibilities of the natural wood but a deft control of it. She explained how Wolf let the wood crack during the seasoning and then adapted the torso form to those lines.

Many Hours

Wolf says he spent 70 hours on the cherry wood preparing it for the show. Besides sculpturing, the artist spent many hours oiling and waxing the wood to bring out its red-brown color and give it a smooth finish.

Jean Pailet won best-in-show for photographic prints. His camera also supports his main hobby interest of model airplanes. He's done cover photo shots for model plane magazines besides writing articles for them backed up with his own illustrative photographs. Pailet's been taking pictures for 30 years and garnered a number of firsts in past company competitions. What he enjoys most about photography, he says, is the chance to be creative and present subjects in a new way.

When Nick Manly, one of the photography judges, said: "Winning entries must have impact." According to him, that means, "a winning picture should cause an immediate and positive reaction in the viewer—it should be a grabber and demand attention."

Grand Award

Pailet's action shot of the Islander's Glen Resch did just that and won the grand award for prints. As Manly pointed out, "the picture breathes the thrill and speed of professional ice hockey."

Bob Ruymen had impact in mind when he took his best-of-show color slide picture. He said he was out driving along a country road in the early afternoon when he noticed a cross in a churchyard lit by the sun in an unusual way. Getting out of his car, he used a wide angle lens with a red filter and took the award winning photo. The other-world quality of the picture was so striking, Manly says, that it demanded the attention of the viewer. It depicted, in varying red tints, a cross back-lit by the sun as it emerged from low clouds.

Retirees Compete

Retirees also were represented in the competition in both the art and photo divisions. John Lenz won the art award with a still life oil painting of apples spilling out of a tipped-over fruit basket, daisies, and a water pitcher. He's been painting 45 years and still attends art classes because "there's always more to learn." When he paints, he says, he creates his own pictures and doesn't copy from someone else's work. Besides art, his days are filled with bowling, dancing, chopping wood, and a new hobby of embossing metal.

Joe Boettger's prize photographic entry was a color print of moored boats in Gloucester Harbor lit by a late afternoon sun on a quiet winter day. Joe says, "I'm glad I won with that picture. It's one of my favorites and always recalls the peace and serenity of that afternoon in Massachusetts." However, he adds: "I mostly prefer to take pictures in the summer and on Long Island. The Island offers many opportunities for different pictures and the lighting is better then."

Art show winners are:

Oil, Acrylics, Plastics (landscapes, seascapes)—William Horton, Richard Barton, Joseph Gurney

Oil, Acrylics, Plastics (still life, misc.)—John Lenz, Anthony Bambino, Walter Anderson

Oil, Acrylics, Plastics (Figure, portrait)—Richard Barton, William Horton, Joseph Gurney

Oil Acrylics, Plastics (Nature)—William Horton, Al Stern, Stan Zadroga

Watercolor—Kay O'Regan, Arthur Graham, Fred McGloine

Black/White Graphics, etc.—Glen Simpers, Jill Daniels

Sculpture—Henry Wolf, Anthony Bambino, Florence Ianelli

Non-objective, abstract (any medium)—Kay O'Regan, Stan Zadroga, Michael Lovergine

Special Retiree Award—John Lenz

Photography black and white print segment winners are:

Pictorial—Dave Hartman, Harold Dunayer, Mario DiMartini

Nature—Harold Dunayer, John Asciutto, Harold Wicker

TOP PHOTO—Jean Pailet, winner of the grand award for color prints, speaks to Dan Knowles, personnel director, who presented show awards. (Photo by Marie Trimborn)

Still Life-Abstracts—George T. Muller, Harold Wicker, Harold Dunayer

Portraiture—Harold Wicker, Moses Smith, Vincent Giordano

Human Interest—Morton Mantus, Jean G. Pailet, Steve Search

Close-up/Macrophotography—Frank Bonino, Jill Clough, John Asciutto

Color prints categories winners were:

Pictorial—Jean G. Pailet, William Pietruszewicz, Anthony Germano

Nature—Alfred Ricco, John Asciutto, Ron Herold

Still Life-Abstracts—William Hansult, Richard Gornik, Bonnie Simpers

Portraiture—Adrian Hersey, Don Ryan, Fred Gurney

Human Interest—Frank Baldi, Harold George, Michael Baryk

Close-up/Macrophotography—John Steigmeier, Robert Stark, Adrian Hersey

Color slide category winners are:

Pictorial—Robert Ruymen, James Elbe, Dick Schwender

Nature—Ron Ondrovic, Don Ryan, Alan Bjornsen

Still Life-Abstracts—Robert Ruymen, William Kiesel, James Elbe

Portraiture—Philip Jacknis, James Elbe, William Kiesel

Human Interest—Alan Bjornsen, Ron Ondrovic, James Casey

Close-up/Macrophotography—Ron Herold, Don Ryan, Pete Fio

Snapshots—James Crawford, Charles Brewster, James Elbe

Special Retiree Award—Joseph Boettjer

California trip on tap

The Grumman Athletic Association is offering a charter flight to California for July 5 to 19. According to Chet Baumgartner, the United Airlines flight will cost $199 per person. Car rental and hotel packages are optional.

Registration will take place on Feb. 2 in the Plant 28 lobby at 5:30 p.m. A $100 deposit is required at that time. Contact GAA on Ext. 2133/2269.

Snow-closing information

In the event of severe snowstorms or other emergencies this winter, information concerning plant closings will be available by dialing either of two Grumman telephone numbers or through spot announcements on local radio stations.

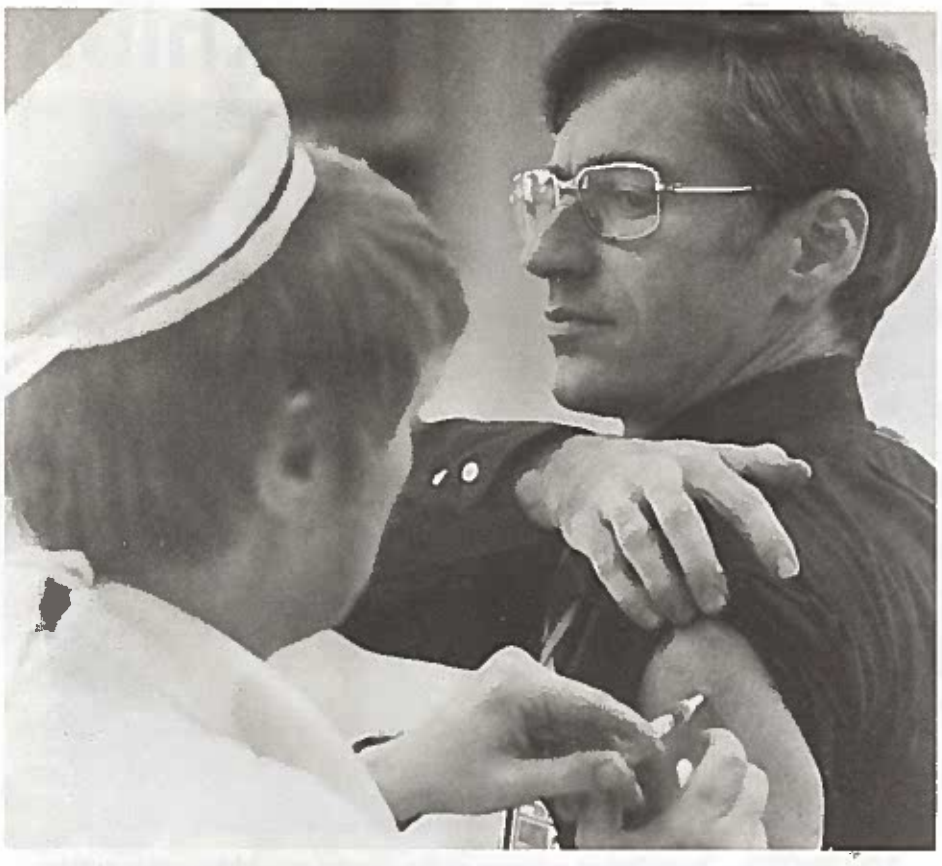
You may call either **931-6300** in Bethpage, Melville, and Great River, or **369-2266** in Calverton, beginning at 5 a.m.

The following radio stations will be carrying plant closing information:

WMCA	**570**	**WBAB**	**1400**
WNBC	**660**	**WHN**	**1050**
WOR	**710**	**WTHE**	**1520**
WGLI	**1290**		

(Other Long Island stations have fluctuating broadcast schedules and are therefore not listed.)

To facilitate snow removal in parking areas, the Facilities Maintenance Department urges that automobiles parked beyond normal daytime working hours be left unlocked so that they can be moved if necessary. Valuables should be removed or locked in trunks.



ON TARGET—Dec. 10, '76, was the last chance for Swine Flu shots at Grumman's Long Island facilities. According to Dr. Bob Jessup's office, 45 per cent of the employees responded to the program as 10,000 were immunized. Reactions to the vaccination shots were insignificant with sore arm the usual problem. (Photo by Bob Settles)

Contribution

(Continued from page 1)

contribute by payroll deduction from one per cent to 10 per cent of their base pay rate.

Whatever they contribute up to and including four per cent is known as an ordinary contribution. Anything more is a supplemental contribution.

All contributions are pooled and invested by the plan trustee, Fiduciary Trust Company of New York.

Choice of Plans

Prospective members have a choice of investment possibilities. They may invest in either Grumman common stock, the Equity Fund, the Fixed Income Fund, or a combination of these plans. Further information may be obtained from Kay Trestka on Ext. 7250.

"The plan was established in 1965 to help Grummanites prepare financially for their future through regular contributions to an investment program," says Board Chairman Jack Bierwirth. "It has been a good program over the years and a ranging matching contribution is a significant revision." Each improvement, Bierwirth says, is aimed at enhancing the plan's attractiveness.

NASA seeks astronauts

The National Aeronautics and Space Administration (NASA) is seeking a limited number of men and women for its two-year astronaut candidate training and evaluation program.

Each candidate will be reviewed for possible positions as Space Shuttle pilots and mission specialists at the conclusion of the initial assignment.

Both positions require a bachelor's degree in engineering, physical or biological science, or mathematics. An advanced degree or equivalent experience is desirable. Candidates must pass the NASA flight physical.

Pilot candidates also must have a minimum of 1,000 hours pilot time (2,000 hours desirable). High-performance jet aircraft and flight test experience is preferred.

Application deadline is June 30, 1977. Forms are available from: Astronaut Candidate Program, Code AHX, NASA Johnson Space Center, Houston, Tex. 77058.

Keep in touch

Several departments have moved or will be moving to new quarters by the end of the year. To receive PLANE NEWS at your new location, it is necessary for your group administrator to inform **both** your former and new Mail Services departments so that distribution can be changed.

calendar

AIAA: Wed., Jan. 19, dinner 6:30 p.m., presentation 7:30 p.m., Holiday Manor; local chapter; guest speaker: Roger Neathery, director F-16 Program, Belgium, Gen. Dynamics Corp.—"The Selling of the F-16 Overseas"; all welcome. S. MacCullough, x7401/G. Frankel, x2346.

Aikido Club: every Mon. & Wed., 5:15 p.m., Pl. 35 cafe; Japanese Martial Art; L.I. Aikido Federation; all guests welcome. Bob Bauman, x3886/Mike Stock, x84014.

Alcoholics Anonymous: every Mon., 5 p.m., Pl. 39, classroom 1; closed meetings. Personnel Relations, x3521; **Calverton:** every Mon., 4-5 p.m., Pl. 8 trailer.

American Production & Inventory Control Society: Mon., Dec. 20, dinner 6 p.m., speakers 8 p.m., Musicaro's, Walt Whitman Rd.; hardware live presentation by IBM—model 5100 inv. ctl. demo, Xerox—time share term., Visirecord—manual pro/inv. ctl. sys.; all welcome. Norm Heilweil, x2250.

Chess Club: every Tues., 5 p.m., Pl. 30 cafe; guests welcome.

Coin Club (Bethpage): Wed., Dec. 22, 12:05, Pl. 25 vendor conference rooms; informal lunchtime meeting. Ken Hale, x3717.

Coin Club (Calverton): every Fri., 1st lunch period, instrumentation conference room, Pl. 6; visitors welcome.

Duplicate Bridge Club: every Thurs., 6 p.m., Pl. 30 cafe; open competition; guests welcome. Sid Stone, x6483/Frank O'Lear, x7336.

Fencing Club: every Mon., 4:30-6:00 p.m., Pl. 30 cafe. George Kegney, x86048.

Folk-Dancers Club (Calverton): every Tues., Thurs. lunchtime, receiving area, Pl. 6; also, ballroom dancing on Wednesdays; all welcome. Virginia McGoey, x517-6770.

obituaries

TIMOTHY PETER DOUKAS of QC Quality Engineering, Plant 35, died November 17 at the age of 62. He had been with Grumman since 1968 and resided at 82 Cherry Lane, Lynbrook.

VINCENT MATUZA of Wing Final Assy., Plant 3, died November 24 at the age of 62. He was with Grumman since 1946 and lived at 22 Pearsall Ave., Freeport.

FRANK V. FUSCO of Prod. Release & Analy., Plant 43, died November 24 at the age of 62. He was with the company since 1938 and lived at 46 Roslyn St., Islip Terrace.

MICHAEL J. YONDA of the Industrial Division, NAVPRO, Plant 35, died November 27 at the age of 57. He resided at 2 Johnson Court, E. Norwich, N.Y.

EUGENE J. REINERS of Insp-Mechanical, Plant 3, died December 2 at the age of 58. He worked for Grumman since 1959 and lived at 7 Chapel Pl., No. Babylon.

RUDOLPH E. SCHALOW JR. of Maintenance-Rearrangement, Pl. 36, died December 6 at the age of 65. He had worked for Grumman since 1967 and resided at 28 Allen St., New Hyde Park.

Personal

My family and I wish to sincerely thank all our friends at Grumman for sending their good wishes during my recent open heart surgery. **Red Hafter and family.**

I wish to express my gratitude to the Grumman management and fellow workers for their kindness and generosity shown during my recent illness. **Bob Rizzardi and family**

I want to thank all my friends at Grumman for the cards and best wishes during my recent illness. **Ken Gosline**

The family of Arthur Heyman would like to thank all of his friends at Grumman for their kindness and generosity. **Mireille Heyman.**

GRUMMAN plane news

ADDRESS CORRECTION REQUESTED

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